LABOUR PROGRAM

Workplace Bulletin

May 15, 2006

Également disponible en français.

The *Workplace Bulletin*, issued by the Workplace Information Directorate, Labour Program, Human Resources and Social Development Canada, is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs. If you wish to receive this *Bulletin* **free of charge,** add your name to our mailing list.

The Workplace Information Directorate offers more information than what is listed below; go to http://www.hrsdc.gc.ca/en/lp/wid/info.shtml for a complete listing of products and services.

In this issue

	Page
• Wage Settlements—**March and 1st Quarter 2006** analysis and wage data	2
• Current and Upcoming Key Negotiations	16
• Major Work Stoppages	19
• Innovative Workplace Practices—1st Quarter 2006	19
• 2005 Overview and Innovative Practices	24
• Coming in the next *Bulletin*	24
• For more information	24
• Mailing list—Add or remove my name	24

Government of Canada Gouvernement du Canada

Canada

Wage Settlements

Wage Settlements Covering 500 or More Employees
March 2006

Wage adjustments from major collective bargaining settlements reached in **March 2006** averaged **2.2%** annually over the contract term, down slightly from the 2.3% figure in February and the 2.5% figure in January. The results for the month of March are based on a review of 32 settlements covering 100,925 employees.

When the parties to these March settlements previously negotiated, the resulting wage adjustments averaged -1.8%, much lower than in their current settlements. Contract duration in the first quarter 2006 averaged 36.6 months, compared to 29.4 months in the previous round of settlements. The low average recorded by the predecessor agreements was due to the Health Employers Association of British Columbia. The current agreement provides 40,000 employees with a wage adjustment of 1.8% whereas the prior agreement settled 2 years ago had approximately 43,000 employees subject to a wage cut averaging 7.6%.

Wage gains in March were lower in the public sector (2.1%) than in the private sector (2.6%). The largest concentration of employees (88.6%) was in the public sector. These results were influenced in part by settlements in the British Columbia public sector, more specifically with 4 education-sector agreements subject to a wage freeze and one contract with the Health Employers Association of British Columbia covering 40,000 employees, with wage adjustments averaging 1.8%; excluding major settlements in British Columbia, the resulting March 2006 average in the public sector for the rest of Canada is 2.8%, the private sector remains at 2.6% and the aggregate average rises to 2.7% (compared to 2.1% for all sectors including British Columbia).

On a regional/jurisdictional basis, average wage adjustments in March were largest in the Multiprovince sector, at 3.3% (a single agreement, the Canadian Film and Television Production Association contract technically covers B.C. and the Yukon). The second largest average wage adjustment was in Alberta at 3.0%. Wage adjustments were smallest in the Federal jurisdiction at 0.8% (a single agreement with DHL Express covering 800 employees). The largest concentration of employees (49.8% of all employees) was in British Columbia.

On an industry basis, March 2006 wage adjustments in descending order of magnitude were: information and culture sector with wage adjustments averaging 3.3%; both the utilities sector and public administration at 2.6%; manufacturing at 2.0%; education, health and social services at 1.9%; transportation at 1.8%. The largest concentration of employees (64.8% of all employees) was in education, health and social services.

Average Annual Percentage Wage Adjustments by Month

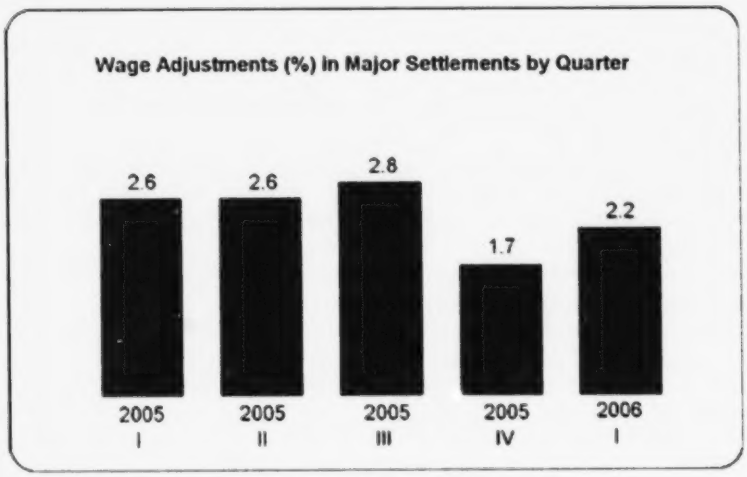
	2006		
	January	**February**	**March**
Sectors			
Public Sector	2.6	2.3	2.1
Private Sector	2.3	2.5	2.6
All Industries/Jurisdictions			
Average Annual Adjustment	2.5	2.3	2.2
Non-COLA	2.5	2.3	2.1
COLA	2.0	3.6	3.0
First-Year Adjustment	2.3	2.2	2.0
Non-COLA	2.3	2.1	1.9
COLA	2.4	4.0	2.9

	2006		
	January	**February**	**March**
Industries			
Primary Industries	1.5	-	-
Utilities	-	-	2.6
Manufacturing	1.5	2.9	2.0
Wholesale and Retail Trade	1.7	-	-
Transportation	2.9	2.3	1.8
Information and Culture	-	-	3.3
Finance and Professional Services	-	2.5	-
Education, Health and Social Services	2.4	2.2	1.9
Entertainment and Hospitality	3.2	2.0	-
Public Administration	2.7	3.3	2.6
Jurisdictions			
New Brunswick	-	3.8	-
Quebec	3.2	1.8	1.1
Ontario	2.1	2.8	2.8
Manitoba	-	2.5	2.3
Saskatchewan	-	2.1	2.0
Alberta	3.0	3.3	3.0
British Columbia	3.0	-	1.6
Multiprovince	-	-	3.3
Federal Jurisdiction	2.6	2.3	0.8

First Quarter 2006

Major collective bargaining settlements reached in the **first quarter 2006** provided base rate wage increases averaging **2.2%** annually over the term of the contracts, up from the 1.7% average recorded in the previous quarter but fractionally lower than the 2.3% average for the year 2005. The first quarter 2006 results are based on a review of 67 settlements with a coverage of 185,345 employees.

When the parties to these first quarter settlements previously negotiated, the resulting wage adjustments averaged -0.3%, much lower than in their current settlements. Contract duration in the first quarter 2006 averaged 36.6 months, compared to 31.5 months in the previous round of settlements.



The largest concentration of employees (45.6%) covered by first quarter major settlements received adjustments in the 2.0 to 2.9% range.

The majority of first-quarter 2006 major settlements (89.2%) were in the public sector. Wage adjustments in the public sector were lower than those in the private sector. The public-sector wage increases averaged 2.2% for 165,340 employees in 51 settlements. The private-sector average for 20,005 employees in 16 agreements was 2.5%.

On a jurisdictional basis, New Brunswick posted the largest wage increase, at 3.8% (a single agreement). The smallest average wage adjustment (1.6%) and the second largest concentration of employees (27.4%) was in British Columbia; there were a number of contracts subject to a wage freeze in the British Columbia education sector and a significant settlement covering 40,000 non-medical employees in the health sector at 1.8% (Health Employers Association of British Columbia). Excluding all settlements from British Columbia, the remaining agreements throughout Canada averaged wage gains of 2.5% (up from the aggregate figure of 2.2%). The largest concentration of employees (40.6% of all employees across Canada) was in the Prairie Provinces, where wage adjustments averaged 2.3%. In the Federal jurisdiction, 5 settlements provided 5,340 employees with wage adjustments averaging 2.3%.

On an industry basis, the largest adjustment in the first quarter 2006 was in the information and culture sector, at 3.3% (a single agreement with the Canadian Film and Television Production Association); the second largest wage gain was recorded in both the public administration sector and the entertainment and hospitality sector, at 2.7%. The smallest average wage adjustment was in the utilities sector at 1.5%. The largest concentration of employees (70% of all workers) was also in education, health and social services sector.

Average Annual Percentage Wage Adjustments by Quarter

	2005			2006
	2nd	3rd	4th	1st
Sectors				
Public Sector	2.6	2.9	1.6	2.2
Private Sector	2.6	2.7	2.1	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.6	2.8	1.7	2.2
Non-COLA	2.6	2.9	1.6	2.2
COLA	2.4	2.7	2.4	2.9
First-Year Adjustment	2.3	2.9	1.3	2.1
Non-COLA	2.3	3.0	1.2	2.0
COLA	2.2	2.7	2.5	3.0
Industries				
Primary Industries	2.1	2.7	2.2	1.5
Utilities	2.2	1.5	3.1	2.6
Construction	3.1	3.1	-	-
Manufacturing	2.3	2.6	2.6	2.1
Wholesale and Retail Trade	2.7	2.7	1.1	1.7
Transportation	3.2	2.8	2.5	2.2
Information and Culture	1.5	2.8	2.1	3.3
Finance and Professional Services	2.2	-	2.2	2.5

	2005			2006
	2nd	3rd	4th	1st
Education, Health and Social Services	2.6	3.0	1.6	2.1
Entertainment and Hospitality	0.8	3.3	1.4	2.7
Public Administration	2.6	2.9	1.6	2.7
Jurisdictions				
Newfoundland and Labrador	2.5	2.7	1.5	-
Prince Edward Island	-	-	3.0	-
Nova Scotia	3.6	3.2	3.3	-
New Brunswick	3.3	2.5	3.0	3.8
Quebec	2.1	2.8	1.6	2.1
Ontario	2.6	2.9	2.8	2.7
Manitoba	3.8	3.1	2.9	2.4
Saskatchewan	1.9	1.1	2.1	2.1
Alberta	3.2	3.1	2.5	3.1
British Columbia	1.3	1.3	0.1	1.6
Territories	-	3.1	2.7	-
Multiprovince	-	4.1	4.2	3.3
Federal Jurisdiction	2.4	2.7	2.2	2.3

Average Annual Percentage Wage Adjustments by Year

	2003	2004	2005	2006
Sectors				
Public Sector	2.9	1.4	2.2	2.2
Private Sector	1.2	2.2	2.4	2.5

	2003	2004	2005	2006
All Industries/Jurisdictions				
Average Annual Adjustment	2.5	1.8	2.3	2.2
Non-COLA	2.5	1.7	2.2	2.2
COLA	2.5	3.0	2.5	2.9
First-Year Adjustment	2.5	1.1	2.1	2.1
Non-COLA	2.6	0.9	2.1	2.0
COLA	2.2	3.2	2.6	3.0
Industries				
Primary Industries	2.8	3.0	2.1	1.5
Utilities	2.4	3.1	2.6	2.6
Construction	2.8	2.7	2.5	-
Manufacturing	2.5	2.4	2.5	2.1
Wholesale and Retail Trade	1.2	1.5	1.9	1.7
Transportation	1.6	0.5	2.9	2.2
Information and Culture	1.5	2.7	2.3	3.3
Finance and Professional Services	2.8	1.3	2.3	2.5
Education, Health and Social Services	3.3	0.8	2.1	2.1
Entertainment and Hospitality	2.6	2.7	1.7	2.7
Public Administration	2.3	2.4	2.4	2.7
Jurisdictions				
Newfoundland and Labrador	3.1	1.0	2.1	-
Prince Edward Island	3.2	2.4	2.5	-
Nova Scotia	3.3	3.7	3.2	-
New Brunswick	2.8	4.1	3.0	3.8
Quebec	2.1	2.6	1.6	2.1

	2003	2004	2005	2006
Ontario	3.3	3.0	2.7	2.7
Manitoba	2.9	2.6	2.9	2.4
Saskatchewan	3.0	1.0	1.9	2.1
Alberta	3.0	3.1	3.0	3.1
British Columbia	1.3	-1.6	0.5	1.6
Territories	2.5	3.0	3.0	-
Multiprovince	1.1	2.7	4.1	3.3
Federal Jurisdiction	1.8	1.6	2.6	2.3

Note: *Data for 2006 are year-to-date.*

Public and Private Sector Percentage Wage Adjustments, a Chronological Perspective since 1985

Year	Public	Private	All
1985	3.8	3.3	3.7
1986	3.6	3.0	3.4
1987	4.1	3.8	4.0
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.5
1998	1.6	1.8	1.7
1999	2.0	2.7	2.2
2000	2.5	2.4	2.5

Year	Public	Private	All
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.2	1.8
2005	2.2	2.4	2.3
2006	2.2	2.5	2.2

***Note:** Data for 2006 are year-to-date.*

Major settlements are those involving bargaining units of 500 or more employees.
For additional information, please view the *Technical Notes* (PDF format, 50 ko).
Source: Workplace Information Directorate, HRSDC—Labour Program.
Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees and durations by month, quarter and year for all sectors—public and private, jurisdictions, and industries. The data is available at Other detailed tables.

Major Settlements Reached in March 2006

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Utilities				
British Columbia Hydro and Power Authority province-wide, British Columbia Canadian Office and Professional Employees Union (CLC) office employees; technical employees	1,460	1.6	48.0	Mar 31, 2010
British Columbia Hydro and Power Authority province-wide, British Columbia International Brotherhood of Electrical Workers (AFL-CIO/CLC) utility workers; powerhouse employees	1,600	2.0	48.0	Mar 31, 2010

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Ontario Power Generation Inc., Non-Nuclear province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; general tradesmen	2,280	3.0*	36.0	Mar 31, 2009
Ontario Power Generation Inc., Nuclear province-wide, Ontario Canadian Union of Public Employees (CLC) office employees; general tradesmen	4,660	3.0*	36.0	Mar 31, 2009
4 agreements	**10,000**	**2.6**	**39.7**	
Manufacturing				
Accuride Canada Inc. London, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) plant and maintenance employees	580	2.1	36.0	Mar 12, 2009
CFM Corporation Mississauga, Ontario United Steelworkers of America (AFL-CIO/CLC) production employees	800	2.0	36.0	Jan 08, 2009
Sterling Trucks St. Thomas, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) production employees	2,000	2.7	36.6	Mar 27, 2009
Tembec inc. Temiscaming, Quebec Communications, Energy and Paperworkers Union of Canada (CLC) mill employees	725	0.0	60.0	Sep 30, 2009
4 agreements	**4,105**	**2.0**	**40.7**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Transportation				
BC Transit Victoria, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) bus drivers; mechanics; terminal employees	520	2.6	48.0	Mar 31, 2010
DHL Express (Canada) Ltd. province-wide, British Columbia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) (CLC) truck drivers; office employees; warehouse employees	800	0.8	36.0	Dec 31, 2008
Société de transport de Longueuil Longueuil, Quebec Canadian Union of Public Employees (CLC) bus drivers	600	2.4*	48.0	Dec 31, 2009
3 agreements	**1,920**	**1.8**	**43.0**	
Information and Culture				
Canadian Film and Television Production Association province-wide, British Columbia; and territory-wide, Yukon Territory Intl. Alliance of Theatrical Stage Empls., Moving Picture Technicians, Artists & Allied Crafts of USA, its Territories and Canada (AFL-CIO/CLC); International Brotherhood of Teamsters (AFL-CIO/CLC) production employees	6,100	3.3	35.9	Apr 01, 2009
1 agreement	**6,100**	**3.3**	**36.0**	

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Education, Health and Social Services				
Board of School Trustees of School District No. 37 Delta, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	800	0.0	36.0	Jun 30, 2006
Board of School Trustees of School District No. 42 Maple Ridge, British Columbia Canadian Union of Public Employees (CLC) administrative services employees; technical employees	510	0.0	36.0	Jun 30, 2006
Board of School Trustees of School District No. 43 Coquitlam, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	1,280	0.0	36.0	Jun 30, 2006
Board of School Trustees of School District No. 36 Surrey, British Columbia Canadian Union of Public Employees (CLC) office employees; service and maintenance employees	2,470	0.0	36.0	Jun 30, 2006
Catholic District School Board of Eastern Ontario Smiths Falls, Ontario Canadian Union of Public Employees (CLC) office employees and technicians	650	3.0	36.0	Aug 31, 2007
Health Boards of Alberta (HBA Services) province-wide (excluding Calgary), Alberta Alberta Union of Provincial Employees (CLC) nursing assistants; technical employees	9,000	3.0	48.0	Mar 31, 2008

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Health Employers Association of British Columbia province-wide, British Columbia various unions non-medical employees	40,000	1.8	48.0	Mar 31, 2010
Lambton Hospital Group Sarnia, Ontario Service Employees International Union (AFL-CIO/CLC) health service employees; office employees	700	2.2	30.3	Oct 10, 2006
Okanagan Labour Relations Council Revelstoke, British Columbia; Oliver, British Columbia; Penticton, British Columbia; and Salmon Arm, British Columbia Canadian Union of Public Employees (CLC) office employees; building maintenance employees	1,020	0.0	36.0	Jun 30, 2006
Ottawa-Carleton Catholic District School Board Ottawa, Ontario Canadian Union of Public Employees (CLC) office employees; library technicians; educational services employees	730	3.2	36.0	Aug 31, 2008
Peel District School Board Mississauga, Ontario The Peel Teaching Assistants' Association (Independent-local) teaching assistants	1,020	2.6	48.0	Aug 31, 2008
Saskatchewan Associations of Health Organizations province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) non-medical employees; service and maintenance employees	1,400	2.0	12.0	Mar 31, 2005

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Saskatchewan Associations of Health Organizations province-wide, Saskatchewan Saskatchewan Government and General Employees' Union (CLC) non-medical employees; service and maintenance employees	1,400	2.0	36.0	Mar 31, 2008
Toronto Catholic District School Board Toronto, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	1,100	2.5	48.0	Aug 31, 2008
University of Toronto Toronto, Ontario United Steelworkers of America (AFL-CIO/CLC) casual employees	1,900	3.0	36.0	Jun 30, 2008
York Region District School Board Aurora, Ontario Elementary Teachers' Federation of Ontario (CLC) occasional teachers	1,430	2.6	48.0	Aug 31, 2008
16 agreements	**65,410**	**1.9**	**45.1**	
Public Administration				
British Columbia Assessment Authority province-wide, British Columbia Canadian Union of Public Employees (CLC) office employees and technicians	590	2.3	48.0	Dec 31, 2009
City of Ottawa Ottawa, Ontario Canadian Union of Public Employees (CLC) inside and outside employees	6,000	3.0	24.0	Dec 31, 2006

Industry, Employer, Location, Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
City of Winnipeg Winnipeg, Manitoba Canadian Union of Public Employees (CLC) inside and outside employees	5,250	2.0	24.0	Dec 30, 2007
City of Winnipeg Winnipeg, Manitoba Winnipeg Police Association (Independent-local) police officers; office employees	1,550	3.5	23.9	Dec 23, 2006
4 agreements	**13,390**	**2.6**	**25.1**	
Agreements with COLA - 3 agreements	**7,540**	**3.0**	**37.0**	
Agreements without COLA - 29 agreements	**93,385**	**2.1**	**41.4**	
All Agreements - 32 agreements	**100,925**	**2.2**	**41.1**	

Major settlements are those involving bargaining units of 500 or more employees.
For additional information, please view the *Technical Notes* (PDF format, 50 ko).
Source: Workplace Information Directorate, HRSDC—Labour Program.
Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	various unions	28,500	CO/B	May 02–Sep 05
Canada Post	CUPW/CPAA	12,630	B/ARB	Dec 05
Atomic Energy of Canada (Ont. and Que.)	various unions	1,610	B	Dec 05/Mar 06

Employer	Union	Employees	Status*	Expiry Month
Communications Security Establishment	PSAC	1,000	B	Feb 06
National Research Council of Canada	various unions	1,000	B	Dec 04/Apr 05
Private Sector				
Air Canada (wage reopeners)	various unions	30,790	B	Jun/Jul 06
Air Transat	CUPE	1,180	TENT	Oct 05
TELUS Corp. (Que)	CUPE	1,140	B	Dec 05
Hudson Bay Mining and Smelting Company	various unions	1,090	B	Dec 05
Saskatchewan Wheat Pool	Grain Services Union	750	B	Jan 06
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Hospital Association	ONA/OPSEU	51,540	B/TENT	Mar 06
British Columbia Public School Employers Association	Teachers	42,000	B	Jun 06
Government of Newfoundland and Labrador	Nurses/Teachers/ Healthcare	13,700	B/TENT	Aug 04/Jun 05
Government of Manitoba	MGGEU	12,100	B	Mar 06
Government of New Brunswick	NBPEA/CUPE	11,050	B/CO	Aug 04/Mar 05
College Compensation and Appointments Council (Ont.)	OPSEU	9,100	ARB	Aug 05
Government of Ontario	Police	7,680	B	Dec 05
Government of Nova Scotia	CUPE/ CAW-CANADA	5,800	B	Mar 06
City of Edmonton	various unions	5,600	B	Dec 05
Calgary Health Authority	AUPE	5,200	TENT	Mar 05
Government of Quebec	Police	4,800	B	Jun 02

Employer	Union	Employees	Status*	Expiry Month
Manitoba Hydro	various unions	4,060	B/CO	Mar 06/May 06
Hydro-Québec	CUPE	3,200	B	Dec 04
University of Montréal	CUPE	2,000	B	Nov 05
Private Sector				
B.C. Construction	various unions	26,000	B	Apr 04
Bombardier Aerospace (Que.)	Machinists	6,300	B	Nov 05
INCO Limited (Ont.)	Steelworkers	3,610	CO	May 06
Fishery Products Intl. Ltd. (N.L.)	CAW–CANADA	2,500	B	Mar 05
Falconbridge Ltd. (N.B.)	Steelworkers	650	B	Feb 06

*
- ARB Arbitration
- B Bargaining
- B/WS Bargaining after work stoppage
- CO Conciliation
- MED Mediation
- M/WS Mediation after work stoppage
- PAB Post-arbitration bargaining
- PCB Post-conciliation bargaining
- PMB Post-mediation bargaining
- TENT Tentative settlement
- WS Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
Ontario Hospital Association	various unions	34,650	Sept/Oct 06
Health Sectors in Prince Edward Island, Nova Scotia and Manitoba	various unions	16,300	Mar 06
Loblaws (Ont.)	UFCW	15,000	Jul 06
Government of Saskatchewan	SGGEU	10,000	Sep 06

Major Work Stoppages

Major work stoppages involving 500 or more employees from **April 21 to May 4, 2006**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
New Flyer Industries, Winnipeg, Manitoba National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW-CANADA) 670 production employees	Wages, pension plan and job security	Apr 5/2006	Apr 30/2006
Stora Enso Port Hawksbury Limited, Point Tupper, Nova Scotia Communications, Energy and Paperworkers Union of Canada 670 mill and office employees	Subcontracting	Jan 26/2006 Lockout	

Innovative Workplace Practices—1st Quarter 2006

Bruce Aldridge
Workplace Information Directorate
Labour Program, Human Resources and Social Development Canada

This overview of workplace innovations is based on a review of 93 collective agreement settlements negotiated during the first quarter of 2006. Of these, 37 settlements contained provisions considered to be innovative or of particular interest.

Duration

During this quarter, settlements with a 36-month duration represented close to one-third (35 collective agreements and 27% of all agreements) of the 93 settlements reviewed containing such a duration. Nineteen agreements had a duration of 48 months while 13 settlements had durations of 24 months. There were 3 education settlements with 12-month duration. During this period, there were several settlements with a longer duration than normally recorded. Three settlements had a duration of 52 months, 15 settlements with a 60-month duration, and 2 settlements each with a 72-month and 84-month duration. The longest duration of 102 months was between National Grocers

Company Ltd., Toronto, Ontario and United Food and Commercial Workers International Union.

Compensation

A **share purchase** plan applies between Canadian Pacific Railway Company, system-wide and International Brotherhood of Electrical Workers. Employees can purchase company shares through payroll deductions and the employer will cover all brokerage fees.

TELUS Corp. and TELUS MOBILITY, province-wide Alberta and British Columbia, and Telecommunications Workers Union have a **bonus pay** plan. The plan, linked to the business performance, could provide lump-sum payments to a maximum of 3.0% of annual earnings in 2005, 4.0% in 2006 and 5.0% in 2007 and beyond. In 2008, the employer may raise the payout above the 5.0%. The parties have also introduced a **market-based competitive pay** provision whereby the employer will seek the union's approval where it finds it necessary to offer remuneration above the wage scale to attract or retain skilled employees.

The Okanagan Mainline Municipal Labour Relations Association, on behalf of Kelowna and other centres in the Okanagan Valley, British Columbia and Canadian Union of Public Employees have provided wage adjustments for the intention of **addressing the recruitment and retention** concerns resulting from the pay disparity that exists between the members and their primary competitors for human resources.

A provision for a **long service lump-sum payment** has been initiated between the City of Longueuil, Quebec and Canadian Union of Public Employees. Each year, permanent employees will receive a premium as follows:

Years of Service	Lump-Sum Payment
5	$80
10	$160
15	$240
20	$320
25	$400
30	$480
35	$560

Health and Welfare

A **health spending account** has been established with the Board of Trustees of the Calgary Board of Education, Calgary, Alberta and Canadian Union of Public Employees. Effective January 1, 2006, an individual account in the amount of $500 will be set up on behalf of each employee; on January 1, 2007, $750 per year. The account may be used to cover health costs for services not covered in the group benefits plan.

The Saskatoon School Division No. 13, Saskatoon, Saskatchewan and Canadian Union of Public Employees have negotiated a provision to **cover any deficit in the extended health care and dental plans.** For the period up to December 31, 2004, the employer will fund the difference between what is currently available in the benefit account and the combined deficit in the benefits plan to $193,066. In order to cover the projected deficit for 2005, each bargaining unit member will have $50 deducted from their retroactive pay cheque following the ratification of the collective agreement. Effective January 1, 2006, employer contributions for the plans will be deposited into a fund, from which future premium costs will be paid. Should the

assets of the fund be short of the amount required for premiums, the parties will meet to determine steps to contain costs within the allocated fund amounts.

Working Conditions

Cara Flight Kitchen, Dorval, Quebec and Canadian AutoWorkers have introduced a **reduced work week** for employees at age 50 or more. Effective June 22, 2005, employees may reduce their normal week to 4 or 3 days with vacations paid in percentage of salary earned. Contributions to the Quebec Pension Plan are calculated on regular wages and a 6-month period is required to opt out of the plan.

Job security provisions were negotiated between TELUS Corp. and TELUS MOBILITY, province-wide, Alberta and British Columbia and Telecommunications Workers Union. The first provision deals with the **outsourcing of non-core functions.** The employer may outsource 375 non-core positions such as janitorial, vehicle maintenance and coin counter classifications. Specific provisions have been provided for employees impacted by such outsourcing including severance packages or the opportunity to be redeployed within core operations. The other provision covers **office closure or contracting out.** The employer will offer 2 voluntary severance packages. The *Early Retirement Incentive Plan* offers 12 months salary plus $500 per year of service to a maximum of $15,000 for employees who can apply for early retirement with an unreduced pension. The *Voluntary Departure Incentive Plan* offers either 1 month's salary times years of service to a maximum of 18 years plus $1,000 per year of service to a maximum of 20 years or 12 months salary plus $500 per year of service to a maximum of 30 years. Alberta employees are limited to the first voluntary departure option.

Stradacona S.E.C., Québec, Quebec and Communications, Energy and Paperworkers Union of Canada have also established a **special voluntary departure program.** In order to minimize operating costs and mitigate the impact of downsizing, the employer will offer employees with 10 years of service or less who are not eligible for early retirement, a lump-sum payment of $15,000. The amount is $25,000 for employees with 10 or more years of service. An employee 55 years of age with 20 years of service who is not eligible for early retirement is entitled, up to age 65, to continue life insurance and employer contribution to the medical and dental insurance coverage. To be eligible, the voluntary departure must follow the elimination of a regular position. The program is in effect until December 31, 2007, with a possible one-year extension.

Education and Training

Compagnie minière Québec Cartier, Port-Cartier and Fermont/Mont-Wright, Quebec and United Steelworkers of America have established two types of **scholarships for employees and their children.** The first provision for pursuing formal education will provide 15 scholarships per year for employees and another 15 for their children. The employee will be granted $4,900 and the children $1,700; March 1, 2006, $5,000 and $1,800 respectively; March 1, 2007, $5,100 and $1,900; March 1, 2008, $5,200 and $2,000; March 1, 2009, $5,300 and $2,100; and March 1, 2010, $5,400 and $2,200. The second provision will be for work-related education and the employee must return to work after completion. The provision will provide an amount which will

be half as a scholarship and half as a loan. The employee will receive $6,600 and the children $3,600; March 1, 2006, $6,800 and $3,800 respectively; March 1, 2007, $7,000 and $4,000; March 1, 2008, $7,200 and $4,200; March 1, 2009, $7,400 and $4,400; and March 1, 2010, $7,600 and $4,600.

Leave

The Government of the Northwest Territories, territory-wide and Public Service Alliance of Canada have a provision for **mandatory leave.** Effective April 1, 2008, all employees, except casual and relief employees, will take 4 days leave without pay and 1 day with pay each year. Where the employer is able to shut down its operations, this leave will be taken between December 19 and January 5 on days set by the employer. Where the employer is unable to shut down it operations, the leave will be scheduled in advance to be taken at a time that is mutually acceptable by the parties. Employees will have 1.535% deducted from their bi-weekly salary in order to annualize the cost of the leave on employees' pay and will only be paid to the employees over the period of leave.

A **special leave** provision has been negotiated between the Government of Nunavut, territory-wide and Federation of Nunavut Teachers. An employee will earn 1 half-day's credit per month to a maximum of 25 days. When enough credits are earned, the employer will grant special leave in the following circumstances:

- 5 days to attend funeral of an immediate family member and 3 days for a brother-in-law or sister-in-law; 2 days if the employee does not attend the funeral;
- 3 days on the birth of an employee's child;
- 3 days on the adoption of a child;
- 2 days for an employee's or child's wedding, or graduation of employee, spouse or child.

The employer may also grant up to a maximum of 6 days of advanced leave to an employee who does not have enough credits to be deducted from future special leave credits.

The parties have also established a **public service leave** provision. An employee will be granted leave to a maximum of 15 days per year to do public service work where operational requirements permit the employee's absence. The leave will be either with or without pay depending on the following circumstances:

1) where the employee receives and honorarium for the public service that is equal to or greater than the daily rate of pay, the leave is granted without pay;
2) where the employee is entitled to an honorarium which is less than the daily rate of pay, the leave will be granted with pay but the employee must relinquish the entitlement to any honorarium;
3) where an honorarium is not received, leave is granted with pay.

Public service work includes participation in a search and rescue mission, serving on a government board, serving on a co-management board or institute, serving on a municipal council or committee, or participating in a consultation forum.

IPSCO Saskatchewan Inc., Regina, Saskatchewan and United Steelworkers of America have introduced a provision to **pay expenses while an employee is on union leave.** Employees on the union negotiating

committee will be paid a $25 per diem to cover meals and other miscellaneous expenses for all days when bargaining meetings are held with the employer. The employer will also pay reasonable travel expenses and lodging for committee members who have to travel to a city other than the city of their normal residence to participate in negotiations.

Transit Windsor, Windsor, Ontario and Amalgamated Transit Union have negotiated 1 day of paid leave for the **employee's birthday.**

Labour-Management Committees

During the first quarter of 2006, 24 of the full complement of 93 agreements contained provisions for establishing committees dealing with a wide variety of issues.

The Saskatoon School Division No. 13, Saskatoon, Saskatchewan and Canadian Union of Public Employees have established a **representative workforce** committee. The parties agree to the principle for Aboriginal employees and will develop, implement, monitor and evaluate proactive initiatives designed to ensure Aboriginal people are present in all occupations as represented by their proportion in the provincial labour force.

A **workplace violence and harassment** committee has been established between Confédération des syndicats nationaux and affiliated organizations, Canada-wide and Syndicat des travailleuses et travailleurs de la CSN in order to further develop and update the violence and harassment prevention policy. The committee will examine all complaints submitted, raise the awareness of employees and participate in workforce violence and harassment prevention training. The employers must take all necessary measures to ensure the physical and psychological integrity of employees, specifically by providing them with adequate workplaces and conditions.

Other committees included in collective agreements deal with such items as common interest forum, work reorganization, health and welfare provisions, classification review, pension plan, and training and development.

Enquiries:
http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

2005 Overview and Innovative Practices

A PowerPoint presentation, by Suzanne Payette, CHRP, highlights the economic context for innovations in 2005 Canadian collective agreements and provides examples of contract language.

LINK: Innovative Practices Presentation in html or PDF format, 231 kb

Coming in the Next *Bulletin*

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Article: How Participating in a Stock Ownership Plan Affects Employee Absenteeism in Canada
- Etc.

For More Information

Please feel free to forward the *Bulletin* to all interested parties. Feedback and comments regarding this bulletin are welcome.

For more information, please contact:

Client Services: 1 800 567-6866

Ottawa-Gatineau area: 819 997-3117

Web site at http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

MAILING LIST—Add or Remove my Name

The new *Workplace Bulletin* will provide you with relevant information on a variety of topics. To continue to receive the *Workplace Bulletin* **FREE OF CHARGE,** please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT